

Health Workforce Shortage Designations

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Office of Health Policy & Planning
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Health Workforce: Supply & Demand

- Primary Care vs. Specialized Care
- State Health Planning and Resource Development Act of 1974
 - Addressed chronic shortages of providers in rural, frontier and poor urban areas
 - National Health Service Corps
 - Federally Qualified Community Health Centers
 - Rural Health Clinics
 - 10% Medicare incentive
 - J-1 visa waiver

Designation Rules: Determine geographic areas of greatest need

Designation Requirements for Selected Federal Programs

Shortage Designation Option	National Health Service Corps	Federally Qualified Health Ctr Program	CMS* Medicare Incentive Payment	CMS* Rural Health Clinic Program	J-1 Visa Waiver
Primary Care HPSA	X		X	X	X
Dental Care HPSA	X				
Mental Health HPSA	X				X
Geographic HPSA	X		X	X	X
Population HPSA	X			X	X
Facility HPSA	X				X
Exceptional MUP		X			X
Medically Underserved Area		X		X	X
Medically Underserved Population		X			X
State Governor's Certified Shortage Area				X	

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Designations - Two Principal Types: Area versus Population

Primary Care HPSAs: Geographic Areas

Rational Service Areas (RSA) that have $\geq 3,500:1$, or 1 FTE Primary Care Provider to 3,500 residents.

Primary Care Providers (PCP) include:

- Family Practice and General Medicine
- Pediatrics
- Internal Medicine
- Obstetrics and Gynecology
- Geriatrics
- Psychiatry

RSAs with unusually high needs use a ratio of $\geq 3,000:1$ FTE PCP (high: poverty levels, birth rates, infant mortality rates, and difficulty obtaining health care from surrounding areas)

Designations - Two Principal Types: Area versus Population

Primary Care HPSAs: Population Groups

Rational Service Areas that lack sufficient numbers of providers willing to render care to these communities may qualify for HPSA status.

Primary Care, Mental, and Dental HPSAs: Facilities

Correctional institutions, youth detention centers, public or non-profit facilities, as well as public mental hospitals may qualify for HPSA status.

- Primary Care HPSA
- Dental HPSA
- Mental HPSA

Mental HPSA: Geographic, Population, and High Needs

Rational Service Areas for mental health

- Provider to population ratio is 30,000:1 psychiatrists, and travel times and distances are slightly higher than PC.
- Core Mental Health Providers (CMHP) include clinical psychologists, clinical social workers, psychiatric nurse specialists, and marriage and family therapists.
- Areas and populations with high need benefit from special consideration.

Dental HPSA: Geographic, Population and High Needs

- Areas with population to dentist FTE of $\geq 5,000:1$
- The FTE for dentistry counts dental hygienists and dental assistants.
- Ages of practicing dentists and number of providers in contiguous areas.
- Over-utilization of services in surrounding areas matters. VIP Indicators:
 - # of dentists who do not take new patients
 - appointment schedules booked months at a time
- Population groups and areas of high needs; formulas remain specific to dentistry.

Medically Underserved Area / Population (MUA/ MUP)

Smaller areas and targeted populations that lack adequate access to health care may obtain Medically Underserved Area or Medically Underserved Population designation.

- Rational Service Area concept still applies.
- MUA or MUP demonstrate cohesiveness (geography, ethnicity, poverty levels or other feature that indicates greater need compared to surrounding communities).
- MUA/MUP address impediments that limit the ability of area residents to obtain adequate health care.

Medically Underserved Area / Population (MUA/ MUP)

Four basic criteria specifically measure the degree of need:

- Percent of Population at 100% poverty level
- Percent Population ≥ 65
- Infant Mortality Rate (IMR)
- Primary care physicians per 1,000 Population

Formulas calculate the degree of need for each of these four criteria. When the total sum is ≤ 62 , the area or population qualifies for MUA or MUP designation.

Exceptional MUP

- When populations fail to meet the 62 point cut off but significant need persists, the Exceptional MUP designation may apply.
- EMUP - rare local conditions adversely affect the health of residents. Examples: higher disease or mortality rates (vs. state and national); unusual access barriers.
- Support from local officials needed.
- Governor or the State Chief Executive Officer submits application to the Shortage Designation Branch.

State Governor's Certified Shortage Area (SGCSA)

- Governor or designee may establish the requirements for a State Governor's Certified Shortage Area.
- This designation affords greater flexibility, but the Shortage Designation Branch must approve, a rigorous process.
- A SGCSA designation allows primary care practices to participate in the federal Rural Health Clinic Program.

Purposes for having and using health workforce shortage designations:

- Identify underserved areas or populations with limited access to primary health care
- Participate in federal and state incentive programs when areas or populations qualify

Benefits of Designations:

- NHSC scholars; NHSC loan repayment providers
- Virginia Loan Repayment providers
- J-I Visa Waiver
- Medicare 10% Incentive
- Federal Qualified Health Centers (or Look-Alike)
- Rural Health Clinics
 - 105% reimbursement for Medicare
 - Full cost reimbursement for Medicaid (versus 60-70% for non- RHC)

Role of Designation Analyst:

- Provide information on designations
- Help determine if areas or populations qualify
- Offer technical assistance preparing applications
- Advocate during the designation process with the Shortage Designation Branch
- Collaborate with stakeholders to optimize incentives
- Promote the interests of Virginia's underserved areas and populations within the Shortage Designation Branch of the Bureau of Health Professions

Role of Stakeholders:

- Ask about health workforce shortage designations
- Learn about the benefits
- Collaborate with VDH – OHPP to identify areas or populations that lack adequate access to primary care or may have unusually high need for health care
- Share what you know about these areas or populations; Stories matter!

Contact your Designation Analyst:

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